

**Police Officer and Dispatcher Recruitment and Retention Incentive Side Letter Addendum  
Between Fairfield General Management Association and City of Fairfield  
August 20, 2019**

Due to increased competition for qualified applicants, the City and FGMA recognize that the City must provide incentives to attract Academy Graduates and Lateral Hires to the City Police Department as well as the Dispatch Center. The parties have met and conferred over the impacts of this incentive program and agree to the following terms:

**Term**

This Side Letter Addendum will be in effect from July 1, 2019 until June 30, 2021. This Side Letter Addendum shall be attached to the current Memorandum of Understanding as an addendum. It shall also be attached to any subsequent Memorandum of Understanding as an addendum and be in effect until the expiration of the Side Letter Addendum. Upon expiration, the Side Letter Addendum will no longer have any effect.

**Referral Incentive Program**

**Police Officers**

Current City GMA bargaining unit members are eligible for a Referral Incentive if they are able to successfully refer and recruit a police officer - either Academy Graduate or Lateral Hire, as defined herein - to the City. Successful referral and recruitment means that the candidate has been hired by the City. GMA bargaining unit members are eligible to receive a \$5,000 Referral Incentive broken down as follows:

- \$2,000 paid at the time of the referred officer's hire; and
- The remaining \$3,000 paid at the time of the time of the referred officer's successful completion of the probationary period.

**Dispatcher II Positions**

Current City GMA bargaining unit members are eligible for a Referral Incentive if they are able to successfully refer and recruit a full-time Dispatcher II to the City. Successful referral and recruitment means that the candidate has been hired by the City. A \$5,000 Referral Incentive will be paid as follows:

- \$2,000 paid at the time of the referred Dispatcher II's hire; and
- The remaining \$3,000 paid at the time of the time of the referred Dispatcher II's successful completion of the probationary period.

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For the City:

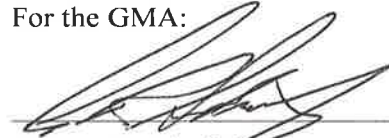


Stefan Chatwin

5/4/20

DATE

For the GMA:



George Shimboff

DATE